



Notes from the Director

No. 48

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SECURITY UPDATE

"Leaks" and other unauthorized disclosures of classified information continue to concern me, as I know they do you. In several issues of *NOTES FROM THE DIRECTOR* I have discussed these concerns and the steps we have taken to enhance security, generate greater security awareness, and halt the unauthorized removal of classified materials from our buildings. Regrettably, violations of security regulations continue to occur.

You may recall that in one issue of my *NOTES* I reported the disciplining of two violators, one of whom lost more than \$3,000 in pay, and warned: "Future violators can expect to be severely disciplined." In an effort to establish more uniform adjudication of each violation, the Office of Security has established a Personnel Security Panel comprised of senior security officers to review each case. The Panel weighs the merits using the "whole person" concept, focusing especially on the recency, frequency and seriousness of the incident together with the employee's attitude and motivation. The recommendation of the Office of Security is then sent to the individual's component for review and final judgment for assessing a penalty.

In those rare cases involving improper handling of highly sensitive documents where the offender has blatantly or repeatedly ignored security instructions and has evidenced little or no improvement in behavior, dismissal is clearly in order. Where an employee has exercised poor judgment in handling classified materials, where recurrent incidents are not a factor, or when the materials involved are less sensitive, penalties of suspension without pay will be considered. Other cases of less severity will be cause for formal counseling by someone from the employee's component, the Director of Security, or other designee.

Security is truly the business of every one of us. Each of us needs to continually review his security practices, and to be alert to any violations. Violators must be made aware of the seriousness of their acts, and the role of the new Personnel Security Panel will help to establish more uniform Agency-wide handling of each violation.

I am also distressed by the increasing number of "leaks" of classified information to the media. I have spoken out publicly and have expressed to the President my view that these "leaks" are seriously damaging our national security. He shares my concern. It is no surprise to those of us working in intelligence that foreign intelligence sources question our ability to protect the information they give us. We must strive to reverse that perception.

In this connection, I call your attention to a new Agency regulation which sets policy and responsibility for contacts with and release of Agency information to the media. The Director of Public Affairs is the focal point for *all*

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Agency contacts with the media. The regulation provides that all formal or informal inquiries from media representatives be referred to the Office of Public Affairs. In brief, other than authorized spokespersons, no one in the intelligence profession should transmit official information to the media.

There are two other developments of importance in our efforts to improve security:

Freedom of Information Act. We have asked the Office of Management and Budget to solicit Administration support of legislation which would permit us to exempt information in certain sensitive intelligence files from search, review and disclosure. This would serve as a firm message to individuals and governments who cooperate with us that we would be in a better position to protect their information. Our aim is to improve the protection of intelligence sources and methods.

Foreign Intelligence Identities Protection Act of 1979. A bill to create criminal penalties for unauthorized disclosure of information identifying certain individuals engaged or assisting in foreign intelligence activities has been submitted for Executive Branch clearance. Enactment of such legislation would provide legal recourse in an area where our profession is vulnerable.

CAREER TRAINEES

Many of you have asked how the Career Training (CT) Program is progressing. With the recent substantial increase in DDO-bound Career Trainees (CTs), plus those headed for other Directorates, some of you wondered whether incoming CTs are of the same high caliber as in earlier days. I'm pleased to report that there is solid evidence, supported by a long-term Psychological Services Staff study, that the overall intellectual ability, work attitudes and personality factors of recent CTs compare favorably with those of the past. These conclusions are supported by the more subjective impressions the CTs have made on me and other senior officers.

Minority recruitment is still a problem, but the Office of Personnel is significantly expanding its efforts. Finding CTs with good language skills also continues to be difficult. Most CTs will need lengthy language training.

The make-up of recent CT classes shows interesting trends:

- The number of DDO-bound CTs for the summer 1979 class has been oversubscribed.
- Fifty percent of the class will have at least a master's degree or equivalent. They will have attended over 50 colleges and universities majoring in nearly 40 different fields of study.
- Women make up about 10 percent of the summer 1979 CT class compared to about 25 percent in each of the two preceding classes. There will be about 5 percent minority representation, compared to 8 percent and 9 percent, respectively, in the preceding two classes. We will do better here.
- The new CTs come from more than 20 states and were born in foreign countries.
- Only 14 percent of the new DDO-bound CTs have foreign language proficiencies at the Minimum Professional Proficiency level (S-3) or better. This is about the same proportion as for the July 1978 class (12%), but lower than that for the January 1979 class (32%).

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Recent advertising in selected newspapers has generated a "flood" of applicants. Not only were the ads stimulating, but also we benefited from extensive "free publicity" as the print and other media produced news stories and commentary on our ad campaign. Several of our recruiters have been interviewed, and I appeared on the ABC program "Good Morning America" to talk about our recruitment needs. Out of the more than 5,000 inquiries we've received, we are bound to find some good CT candidates.

I think that this response to our recruitment efforts reflects public recognition of our important role as providers of essential information to our policymakers and contributors to our national security. I think this interest in joining the CIA emphasizes that we've regained our respected position. We can all take heart from this encouraging sign.

The Career Training Staff of the Office of Training tells me, however, that frequently good CT applicants are referred to them by you. I hope that you will continue to be alert to encourage qualified individuals to apply for the CT Program and for other openings.

NEW GRIEVANCE PROCEDURES

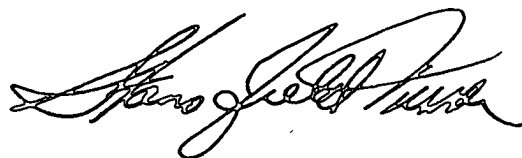
New grievance procedures have been in effect since the beginning of the year. Under these new procedures a network of component grievance officers and a directorate grievance officer attempt to solve employees' grievances before they reach the Inspector General level. While too early to make definitive judgments, it appears the new procedures are helpful and are serving employees well.

In view of the dramatic drop in new grievance cases handled by the Inspector General's office and the upturn in cases handled by the directorates, employees seem to be turning to directorate channels to resolve the most common types of grievances, those involving career problems, assignments, and fitness reports.

Instructions for the use of the new grievance procedures by overseas employees, including arrangements for confidential communications with grievance officers, are being disseminated to the field. In addition, the DCI Grievance Board mechanism has been set up.

Investigating and resolving grievances equitably requires dedication and experience. The Inspector General has provided helpful advice and guidance to about ☐ directorate officers, and the Inspector General's Grievance Group recently conducted a seminar focusing on investigation problems and techniques for solving them. This kind of dialogue will continue as we refine and improve the Agency's grievance handling process.

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